



AFL VICTORIA TALENT PATHWAY SELECTION POLICY

1. Objectives of Selection Policy

The objectives of this Policy are:

1. To set out and make available to all Players eligible to play in the Competitions, as well as various other stakeholders including, but not limited to, Players' families and member clubs of AFL Victoria, the process of and criteria for Player selection in:
 - 1.1 the Competitions;
 - 1.2 training squads;
 - 1.3 Player Lists; and
 - 1.4 Match Teams.
2. To ensure the selection of appropriate Players to ensure that Competitions are of a high standard.
3. To provide an environment in which Players are able to compete in Competitions which enables them to develop to their full potential as a football Player and to equip them for a career in Australian Rules Football.

2. Application of Policy

- 2.1 This Policy is issued by the Australian Football League (Victoria) Limited ACN 147 664 579 (**AFL Victoria**).
- 2.2 This Policy shall take effect from 1 February 2012.
- 2.3 This Policy applies to all clubs and squads which participate in the Competitions and to all Players eligible to play in the Competitions as set out in the Rules and Regulations and Player Rules.

3. Definitions

The following words used in this Policy shall mean the following:

Affiliate means any of the organisations engaged in the control and conduct of football clubs and football competitions in Victoria including the Victorian Country Football League (VCFL), Victorian Metropolitan Leagues and the Victorian Amateur Football Association (VAFA).

AFL Victoria Tribunal means the Chairperson of AFL Victoria or, in the Chairperson's absence, the Deputy Chairperson who shall act as Chairperson and two (2) Tribunal Panel Members.

Competition means the TAC Cup and Victorian representative and academy squads.

Club means any of the clubs participating in the TAC Cup, namely, Bendigo Pioneers, Calder Cannons, Dandenong Stingrays, Eastern Ranges, Geelong Falcons, Gippsland Power, Murray Bushrangers, North Ballarat Rebels, Oakleigh Chargers, Northern Knights, Sandringham Dragons, and Western Jets.

Training Squad means a squad of Players selected for the purposes of determining the Player List.



AFL VICTORIA TALENT PATHWAY SELECTION POLICY

Player List means the list of Players required to be lodged and maintained in accordance with the Rules.

Match Team means the team of Players selected from the Player List which are selected to play a match in the Competitions.

Player means a person who meets the requirements set out in Section 4 of this Policy.

Player Rules means the rules issued by AFL Victoria from time to time.

Policy and **Selection Policy** means this document and its clauses in its entirety.

Region Manager means the person employed or appointed by AFL Victoria in such role in the regions as prescribed by AFL Victoria.

Rules and Regulations means any AFL Victoria or Affiliate competition rules, regulations or by-laws

Selection Panels means the persons appointed under section 5 of this Policy.

Squad means the AFL Victoria State Academy (Victoria Country and Victoria Metro) and any representative teams under the direct control of AFL Victoria.

Tribunal Formation Fee means \$1,000 payable to AFL Victoria under Section 8 of this Policy

Tribunal Panel Members means an AFL Victoria employee chosen by the Chairperson in his sole discretion to sit on an AFL Victoria Tribunal.

4. Process of Selection

- 4.1 Each Club and Squad shall invite Players, as determined by the relevant Selection Panel to be members of its Training Squad. The relevant factors which the Club/Squad must take into consideration when offering such invitations are set out in Section 6.1.
- 4.2 In order for Players invited into a Training Squad to participate in that Training Squad and to be considered for selection to the Player List and Match Teams, each Player invited to a Training Squad must:
 - (a) be eligible for registration with AFL Victoria as a Player for a club in accordance with the Player Rules;
 - (b) meet any other eligibility requirements set out in the Rules and Regulations and the Player Rules in relation to playing for a Club or Squad; and
 - (c) complete and sign, along with their parent or guardian, the application for selection form and return it to the Club/Squad to which they have been invited to be a member by a date advised to the Player by the Club/Squad.
- 4.3 In relation to the TAC Cup, each Club's Selection Panel will review the Player's performance and other factors and by applying the Selection Criteria (as set out in Section 6) will select:



AFL VICTORIA TALENT PATHWAY SELECTION POLICY

- (a) a Club Training Squad for the TAC Cup, by no later than 28 November in the preceding year;
 - (b) the Player List for the TAC Cup by 24 March in each year; and
 - (c) the Match Team for the TAC Cup by the Friday before each match.
- 4.4 The dates provided in Section 4.2(a) (b) and (c) above may be amended at any time by the Selection Panel, with any such changes communicated to all affected Players, Clubs, and Affiliates.
- 4.5 The above dates are the latest dates by which the selections are to be completed. Clubs are entitled to identify and give notice to all Players of an earlier date on which such selections in respect of that Club will be made.

5. Selection Panels

- 5.1 Subject to Section 5.3, each Club shall appoint a Selection Panel comprised of:
- (a) the Region Manager (or nominee) in the region in which the Club is situated;
 - (b) the Coach of the Club's TAC Cup team;
 - (c) other persons appointed by the Club, who possess experience in the selection and/or coaching of Players for the TAC Cup or equivalent level.
- 5.2 Each club shall advise all Players in the Club's Training Squad and Player List of the persons comprising that Club's Selection Panel.
- 5.3 The Region Manager (or nominee) in each region shall be the Chair of each Club's Selection Panel in that region.
- 5.4 No person shall be appointed as a member of the Selection Panel if they have a personal association (e.g. family member) with a Player who is seeking selection to that Club's Training Squad, Player List and/or Match Team for the TAC Cup unless written approval is obtained from the General Manager, or his nominee, of AFL Victoria.
- 5.5 AFL Victoria may also direct any member of any Selection Panel to vacate the relevant Panel where it considers, in its sole discretion, the Panel Member has an association with a Player which may give rise to a question or perception of bias or conflict of interest in the selection process.

6. Criteria for Selection

- 6.1 Each Club and Squad shall apply the following criteria in the selection of Players to be invited to their Training Squad:



AFL VICTORIA TALENT PATHWAY SELECTION POLICY

- (a) the past performance of the Players including but not limited to club football, regional football representative teams, Under 16 Carnival and performances in the TAC Cup and/or other Competitions in the previous year;
- (b) the potential of the Player in the Selection Panel's discretion, to perform well in the Competition;
- (c) the potential of the Player, in the Selection Panel's discretion, to play in the AFL;
- (d) the ability of the Player to perform football skills (both general and specific positional skills) to a high level;
- (e) the fitness and athleticism of the Player,
- (f) the versatility of the Player and his ability to play in a number of positions;
- (g) the attendance by the Player at pre-season training and Training Squad training;
- (h) the availability of the Player for training and games commitments prior to and including the Competition (Note: Players who have played with a school and/or club team the day before TAC Cup matches will be ineligible to play in that weekend's TAC Cup match, except in exceptional circumstances, e.g. due to late withdrawal by a player selected to a TAC Cup team);
- (i) the evidence of a positive attitude to training and commitment to team rules and principles as displayed in previous teams and squads;
- (j) the evidence of a desire to play AFL or senior VFL football.

6.2 Each Selection Panel shall apply the following criteria in the selection of Players to the Club's Player List:

- (a) the past performance of the Players including but not limited to club football, regional football representative teams, Under 16 Carnival and performance in TAC Cup and/or other Competitions in the previous year;
- (b) the performance in the Training Squad and practice matches;
- (c) the potential of the Player in the Selection Panel's discretion, to perform well in the Competition;
- (d) the potential of the Player, in the Selection Panel's discretion, to play in the AFL;
- (e) the ability of the Player to perform football skills (both general and specific positional skills) to a high level;
- (f) the fitness and athleticism of the Player including meeting specific levels of fitness shown by testing and indicators;



AFL VICTORIA TALENT PATHWAY SELECTION POLICY

- (g) the versatility of the Player and his ability to play in a number of positions;
 - (h) the attendance at training by the Player;
 - (i) the availability of the Player for training and games commitments prior to and including the Competition (Note: Players who have played with school and/or club team the day before TAC Cup matches will be ineligible to play in that weekend's TAC Cup match, except in exceptional circumstances, e.g. due to late withdrawal by a player selected to a TAC Cup Team);
 - (j) the evidence of a positive attitude to training and commitment to team rules and principles as displayed in previous teams;
 - (k) the evidence of a desire to play AFL or senior VFL football.
- 6.3 Each Selection Panel shall apply the following criteria in the selection of Players to the Club's Match Team:
- (a) the Players' performance at training, in Club Training Squad practice matches, and in previous matches, current Training Squad and practice matches as a List Player;
 - (b) the potential of the Player in the Selection Panel's discretion, to perform well in the Competition;
 - (c) the potential of the Player, in the Selection Panel's discretion, to play in the AFL;
 - (d) the balance of skills and positions of Players in the team;
 - (e) the fitness of the Player including consideration of injuries, illness etc;
 - (f) the Player's attitude and understanding of game plan;
 - (g) the Player's ability to continually improve over period of the season;
 - (h) the Player's ability to assist other Players develop their football ability;
 - (i) the Player's evidence of a desire to play AFL or senior VFL football.
- 6.4 No particular part of the selection criteria above shall be weighed more or less significantly by reason only of the order in which that criteria appears in this Policy.

7. Notification of Selection

- 7.1 Upon selection of the Training Squads, Player Lists and Match Teams the Region Manager or other persons appointed by the Club in each region shall announce the Players selected respectively.
- 7.2 The Club Training Squads must be announced by no later than 28 November in the preceding year
- 7.3 The Club Player Lists must be announced no later than 24 March in each year.



AFL VICTORIA TALENT PATHWAY SELECTION POLICY

- 7.4 The Club Match Teams must be announced no later than the Friday before the relevant match.
- 7.5 Announcements will be done verbally and then notified to players by any of the following means: email, mail, local newspaper or as otherwise determined by the Club/Squad.

8. Appeals

- 8.1 Subject to Section 8.2, any Player who is aggrieved by a decision of a Selection Panel under this Policy may appeal that decision to the AFL Victoria Tribunal in accordance with the applicable Rules and Regulations.
- 8.2 Before appealing under Section 8.1, the Player must go through the following process:
 - (a) the Player concerned (or his representative) must inform the Chair of the relevant Selection Panel of his intention to appeal the decision and must meet or discuss the selection or non-selection decision with the Selection Panel;
 - (b) If the Player is not satisfied with the outcome of the discussions in Section 8.2(a) above, then he must inform the General Manager of AFL Victoria, or nominee, of his intention to appeal and must meet or discuss the selection or non-selection decision with the General Manager of AFL Victoria, or nominee and pay the Tribunal Formation Fee.
 - (c) The General Manager of AFL Victoria will advise the Player of the particulars of how to pay the Tribunal Formation Fee.
- 8.3 A Player whose appeal is upheld by the AFL Victoria Tribunal is entitled to a 50% refund of the Tribunal Formation Fee.

9. Removal/Withdrawal from Selection

- 9.1 A Player who is selected to a Training Squad, Player List or a Match Team under this Policy may be withdrawn from the squad/list/team if he:
 - (a) breaches or fails to comply with this Policy;
 - (b) breaches or fails to comply with the Constitution of AFL Victoria, the Rules and Regulations and the Player Rules;
 - (c) brings any squad/team, his Club or AFL Victoria, or the sport of football into disrepute including behaving contrary to the aims and messages of a Competition's major sponsor including, without limitation, the Transport Accident Commission (TAC) in relation to the TAC Cup competition;



AFL VICTORIA TALENT PATHWAY SELECTION POLICY

- (d) has an illness or injury which in the relevant Selection Panel's opinion prevents the Player from continuing to meet the criteria for selection; or
 - (e) does not comply with the training requirements, fitness level, or demonstrate the consistency in and out of training session, as required by the Club.
- 9.2 Any selected Player may be withdrawn by the Selection Panel if any of the grounds in Section 9.1 are satisfied. The Player's Club/Squad shall notify the Player in writing of the alleged breach or grounds upon which it is proposed that he be withdrawn. In circumstances where the Player is delisted, he shall be given a reasonable opportunity (not being less than seven days) to provide reasons why he should not be delisted.
- 9.3 A selected Player may withdraw from selection by giving notice in writing to the relevant Region Manager.
- 9.4 If a selected Player is withdrawn from selection, the Selection Panel may consider another Player who in the Selection Panel's opinion meets the criteria set out in this Policy.

10. Changes to the Policy

- 10.1 AFL Victoria may change this Policy from time to time, provided that it shall provide as much notice of such change as is possible to all affected Players, Clubs and Affiliates.
- 10.2 The Region Managers will take reasonable steps to give written notice to Players affected by any amendments and/or supplements to the Policy.